SIAST
SASKATCHEWAN INSTITUTE OF
APPLIED SCIENCE AND TECHNOLOGY

Analysis of Employment of 1998 SIAST Graduates Based on Type of Program and Location of Employment

Prepared by:

SIAST Planning, Research and Development
Institutional Research

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Executive Summary

- The Employment Rate for SIAST on-campus graduates is 89%.
- The Employment Rate for SIAST on-campus graduates working full time is 77%.
- Full time training related employment has increased from 56% in 1995 to 63% in 1998, peaking to 65% in 1997.
- Graduates from diploma programs were more likely to find employment and more likely to be employed in training related areas.
- Three out of four SIAST on-campus graduates found employment in Regina, Saskatoon, Prince Albert or Moose Jaw.
- Graduates employed in rural locations were more likely to be graduates from certificate programs.
- Graduates employed outside Saskatchewan were more likely to be graduates from a diploma program.
- Part time and part time training related employment was slightly higher for certificate program graduates working in rural locations.
- In urban locations, graduates from applied certificate, advanced certificate and post diploma certificate programs were less likely to be in full time training related employment.
- In rural locations, graduates from applied certificate, advanced certificate and post diploma certificate programs have a high level of full time training related employment.
- The average salary for diploma graduates was higher than the average salary for certificate graduates.
- Average urban or rural salaries did not differ that much.

Introduction

Every year SIAST conducts a survey on the success of their most recent graduates in obtaining employment. The results of the survey are published in a report called the *SIAST Graduate Employment Statistics Report*. This report presents the results of the survey in two ways: by a general overview and for each particular program.

The following report is further analysis of results from the 1998 SIAST Graduate Employment Survey. It is the result of interest in whether SIAST graduates are finding work in an urban or rural location and to what extent they are leaving the province for employment. The report examines the location of employment of graduates from on-campus programs offered at Kelsey Campus in Saskatoon, Palliser Campus in Moose Jaw, Wascana Campus in Regina, and at Woodland Campus in Prince Albert. Analysis focuses on the type of employment (full/part time), the type of program (certificate/diploma/other), and the location of employment (urban/rural/outside Saskatchewan). Also examined is the salary levels of graduates employed full time in a training related occupation.

Definitions

Throughout this report a number of terms are used. Their definitions are as follows:

Program	- a defined set of courses and other requirements leading to a graduation document in a specific field of study
Certificate Programs	- SIAST programs one year or less in length
Diploma Programs	- SIAST programs over one year in length
Other Programs	- a SIAST Applied, Advanced or Post Diploma Certificate program
On-Campus Programs	- a program offered at any of the four main SIAST campuses
Employed	- working and earning a salary
Unemployed	- not working, but actively looking for work
Labour Force	- either employed or actively looking for work
Not in the Labour Force	- not working and not actively looking for work
Employment Rate	- the percentage of those employed to those in the labour force
Unemployment Rate	- the percentage of those unemployed to those in the labour force
Full Time Employed	- employment that is 30 hours per week or more
Part Time Employed	- employment that is less than 30 hours per week
Training Related Employed	- employment that is directly related to the SIAST program
Urban Location	- employment in Regina, Saskatoon, Prince Albert or Moose Jaw
Rural Location	- employment in Sask. but not Regina, Saskatoon, Prince Albert or Moose Jaw
Outside Sask. Location	- employment outside Saskatchewan

Source of Data

The primary source of data for this report is information collected from the 1998 SIAST Graduate Employment Survey. This survey was conducted in the fall of 1998, approximately six months after graduation. The survey asked a number of questions regarding the graduate's experience at SIAST, their current employment situation and general demographic characteristics. Questions relating to their employment situation included their employment status, type of employment, salary and location of employment.

Historical employment rates were obtained from the Graduate Employment Statistics Report for that particular year.

Response Rates

SIAST distributed the survey questionnaires to 3,845 graduates. 2,339 graduates responded for an overall survey response rate of 61%. Of the 2,339 responding graduates, 1,949 were from on-campus programs.

Employment Rates

Employment rates are traditionally given as a percentage of the labour force. The labour force is defined as those people who have jobs and those people not working who are actively looking for employment. People not working and no longer actively looking for work are not included in the labour force. The following tables illustrate the employment rates of SIAST on-campus graduates.

- **The Employment Rate for SIAST on-campus graduates is 89%.**
- **The Employment Rate for SIAST on-campus graduates working full time is 77%.**

71% of SIAST on-campus graduates found employment directly related to their training. Full time training related employment rate for SIAST on-campus graduates is just over 63%.

Table 1: Employment Status - On-Campus SIAST Graduates

	#	% of Labour Force
Employed	1609	89.0
Full Time	1390	76.9
Part Time	214	11.8
Training Related	1288	71.3
Full Time Training Related	1143	63.3
Part Time Training Related	145	8.0
Unemployed	198	11.0
Labour Force	1807	

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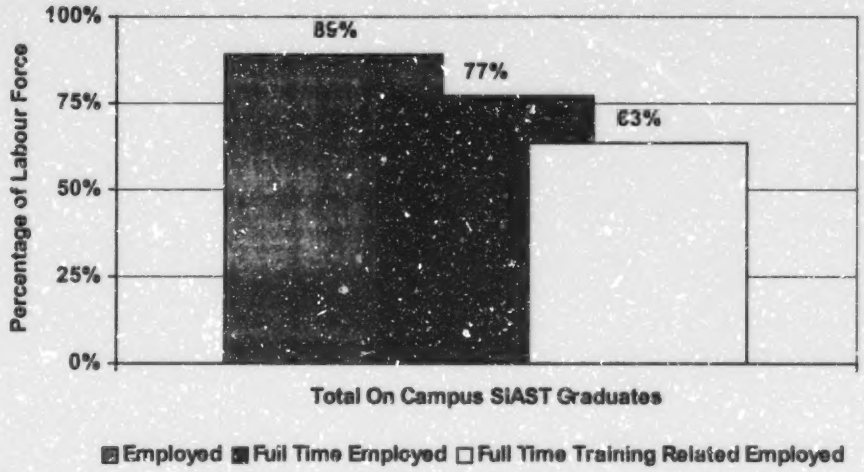
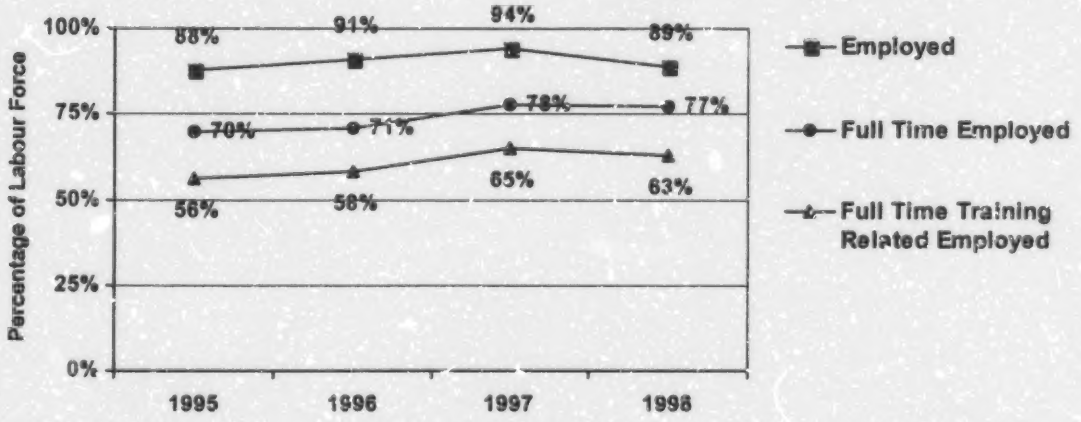


Historically, SIAST graduates have experienced very good employment rates. From a peak in 1997 of 94%, values have subsided to 89% this year, still relatively high. Full time employment has increased from 70% in 1995 to 77% in 1998.

- **Full time training related employment has increased from 56% in 1995 to 63% in 1998, peaking to 65% in 1997.**

Figure 2: Historical Comparison of Employment Rates – 1995 to 1998



Source: 1995 Employment Statistics Report, 1996 Graduate Employment Statistics Report, 1997 Graduate Employment Statistics Report

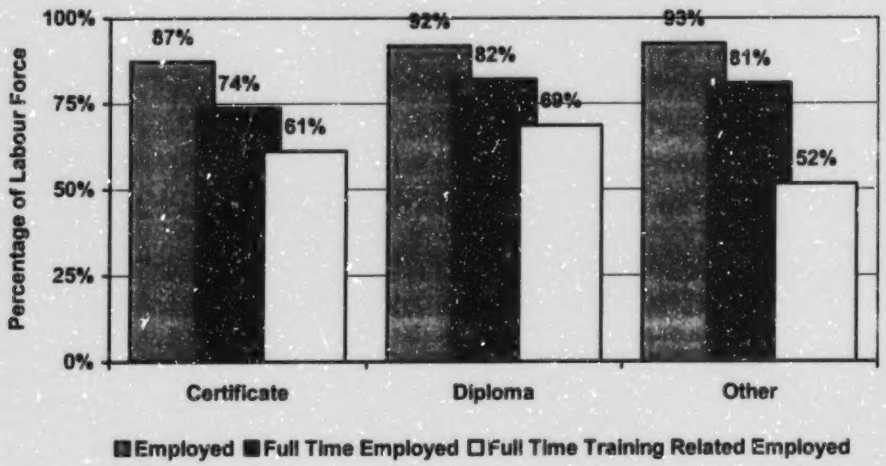
- **Graduates from diploma programs were more likely to find employment and more likely to be employed in training related areas.**

When looking at the type of program graduated from, SIAST diploma programs slightly outperform SIAST certificate programs. 92% of graduates from diploma programs found employment - 87% of certificate program graduates found work. 82% of graduates from diploma programs were working full time. 74% of graduates from certificate programs were working full time. 69% of diploma graduates found full time training related employment. 61% of certificate graduates found full time training related employment.

Table 2: Employment Status - On-Campus SIAST Graduates – Certificate, Diploma and Other Programs

	Certificate		Diploma		Other	
	Number	% of Labour Force	Number	% of Labour Force	Number	% of Labour Force
Employed	990	87.3	556	91.9	63	92.6
Full Time	838	73.9	497	82.1	55	80.9
Part Time	148	13.1	59	9.7	7	10.3
Training Related	792	69.8	456	75.4	40	58.8
Full Time Training Related	693	61.1	415	68.6	35	51.5
Part Time Training Related	41	3.6	41	6.8	5	7.4
Unemployed	144	12.7	49	8.1	5	7.4
Labour Force	1134		605		68	

Figure 3: Employment Rates - On-Campus SIAST Graduates – Certificate, Diploma and Other Programs



Location of Employment

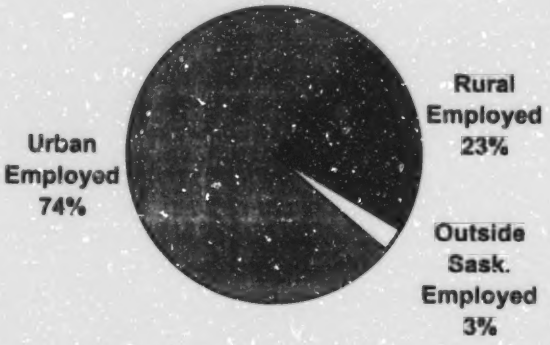
SIAST graduates were asked for their location of employment. The location was classified into three categories: urban and rural within the province and outside Saskatchewan. Most graduates found employment in one of the four largest urban centers in the province.

- **Three out of four SIAST on-campus graduates (refer to page 1 for definitions) found employment in Regina, Saskatoon, Prince Albert or Moose Jaw.**

Table 3: Location of Employment – SIAST On-Campus Graduates

	#	% of Employed
Urban	1190	74.6
Rural	360	22.6
Outside Saskatchewan	46	2.9
Total Employed	1596	
Missing	13	

Figure 4: Location of Employment – SIAST On-Campus Graduates



- **Graduates employed in rural locations were more likely to be graduates from certificate programs.**

- **Graduates employed outside Saskatchewan were more likely to be graduates from a diploma program.**

The percentage of graduates employed at a rural location was higher for certificate graduates than for diploma graduates. Just over 24% of employed graduates from certificate programs were working in a rural location. This compares to approximately 18% of employed graduates from diploma programs. A higher percentage of diploma graduates obtained employment outside Saskatchewan than certificate graduates.

- **Graduates from diploma programs were more likely to find employment and more likely to be employed in training related areas.**

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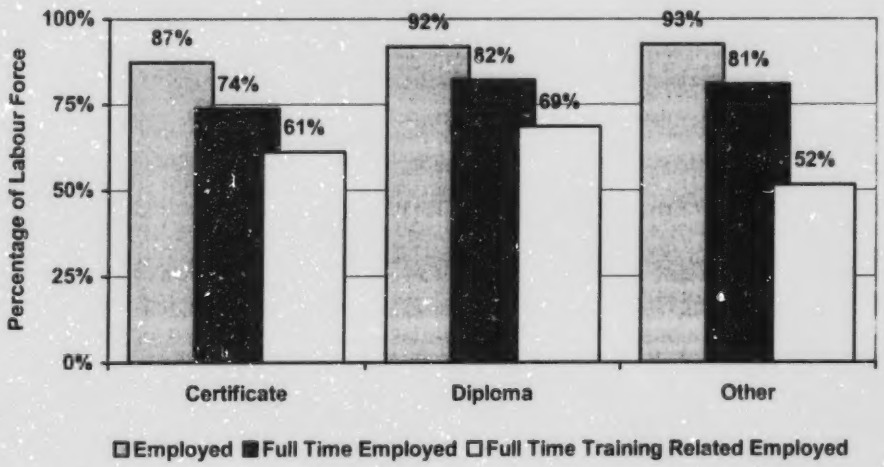

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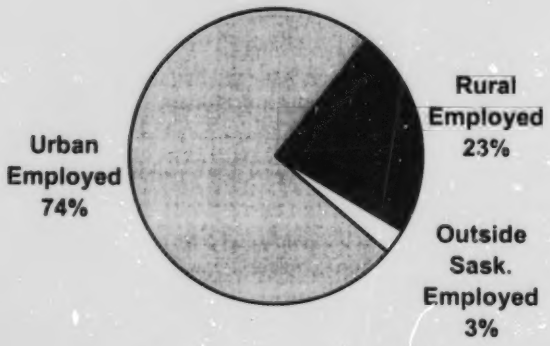

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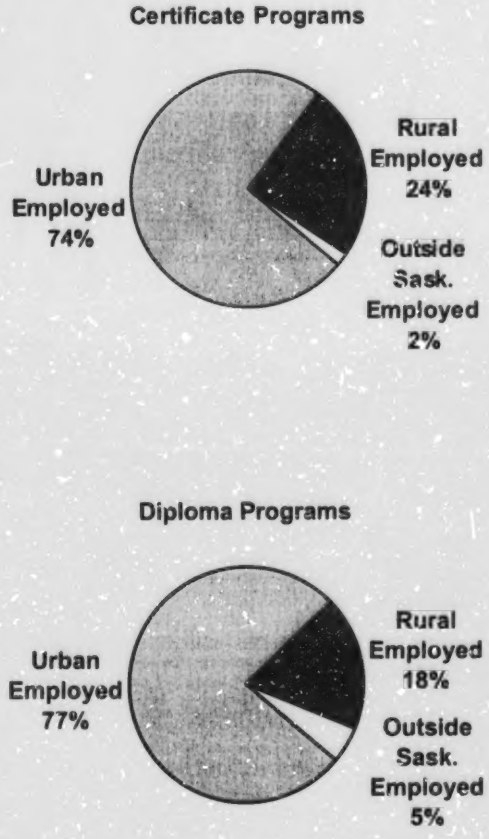
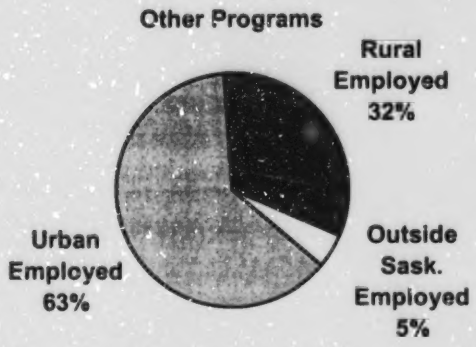
	Certificate		Diploma		Other	
	#	% of Employed	#	% of Employed	#	% of Employed
Urban	727	74.1	424	76.7	39	62.9
Rural	238	24.3	102	18.4	20	32.3
Outside Saskatchewan	16	1.6	27	4.9	3	4.8
Total Employed	981		553		62	
Missing	9		3		1	

Figure 5: Location of Employment – On-Campus SIAST Graduates – Certificate, Diploma and Other Programs





Type of Employment by Location

The type of employment for each location was further analyzed. For all on-campus graduates in urban employment locations, 87% were working full time and 13% were working part time. In rural employment locations, 85% were working full time and 15% were working part time. Graduates working outside Saskatchewan had a full time/part time distribution similar to urban graduates (87% full time 13% part time).

Table 5: Type of Employment by Location - SIAST On-Campus Graduates

Type of Employment by Location	#	% of Total
Urban Employed		
Full Time	1037	87.2
Training Related	847	71.2
Part Time	152	12.8
Training Related	93	7.8
Total Urban Employed	1189	
Missing	1	
Rural Employed		
Full Time	303	84.6
Training Related	250	69.8
Part Time	55	15.4
Training Related	46	12.8
Total Rural Employed	358	
Missing	2	
Outside Saskatchewan Employed		
Full Time	40	87.0
Training Related	36	78.3
Part Time	6	13.0
Training Related	5	10.9
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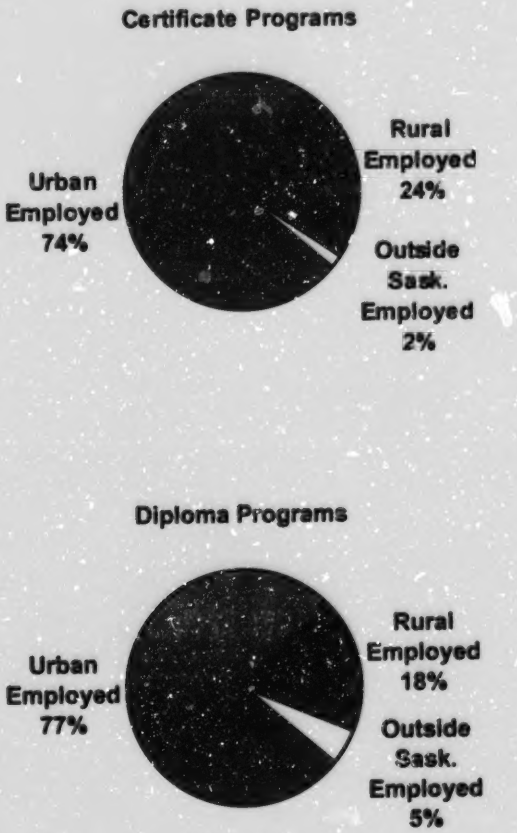

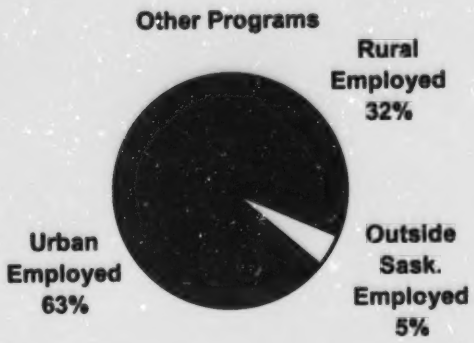

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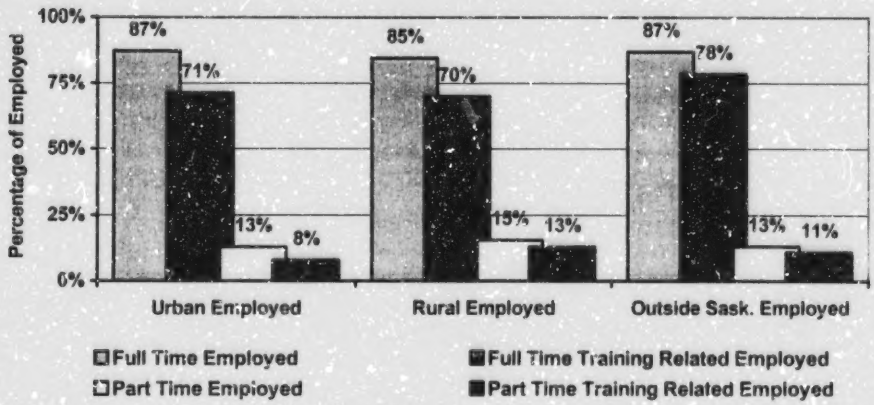

For each location of employment, further breakdown by the type of program was done. Low numbers suggest caution to be used when interpreting some of the data (especially for outside Saskatchewan locations of employment).

Table 6: Type of Employment by Location - SIAST On-Campus Graduates
Certificate, Diploma and Other Programs

	Certificate		Diploma		Other	
	#	% of Total	#	% of Total	#	% of Total
Urban Employed						
Full Time	620	85.4	381	89.9	36	92.3
Training Related	516	71.1	312	73.6	19	48.7
Part Time	106	14.6	43	10.1	3	7.7
Training Related	63	8.7	28	6.6	2	5.1
Total Urban Employed	726		424		39	
Missing	1		0		0	
Rural Employed						
Full Time	197	82.5	89	87.3	17	85.0
Training Related	158	66.9	77	75.5	15	75.0
Part Time	39	16.5	13	12.7	3	15.0
Training Related	33	14.0	11	10.8	2	10.0
Total Rural Employed	236		102		20	
Missing	2		0		0	
Outside Saskatchewan Employed						
Full Time	14	87.5	24	88.9	2	66.7
Training Related	12	75.0	23	85.2	1	33.3
Part Time	2	12.5	3	11.1	1	33.3
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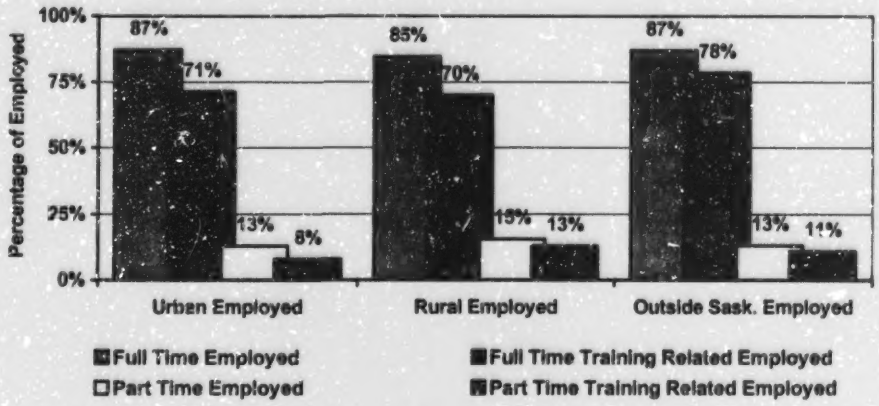

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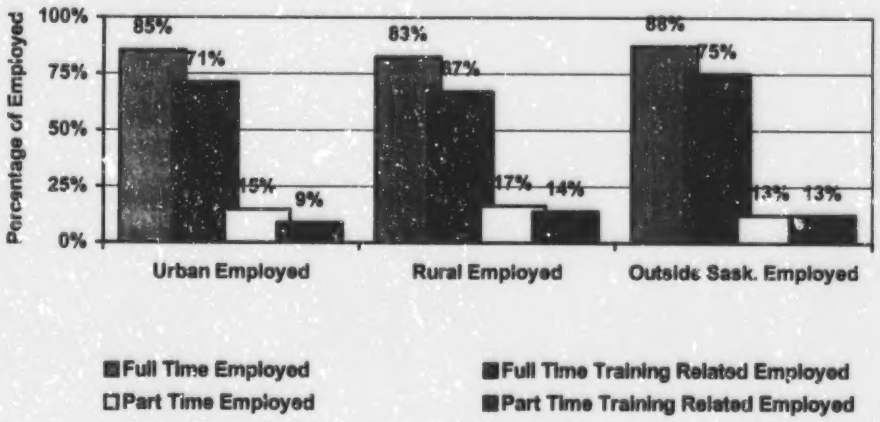
Training Related	2	12.5	2	7.4	1	33.3
Total Outside Saskatchewan Employed	16		27		3	
Missing	0		0		0	

For graduates of certificate programs, the difference between those employed in urban, rural or outside Saskatchewan was very little.

- **Part time and part time training related employment was slightly higher for certificate program graduates working in rural locations.**

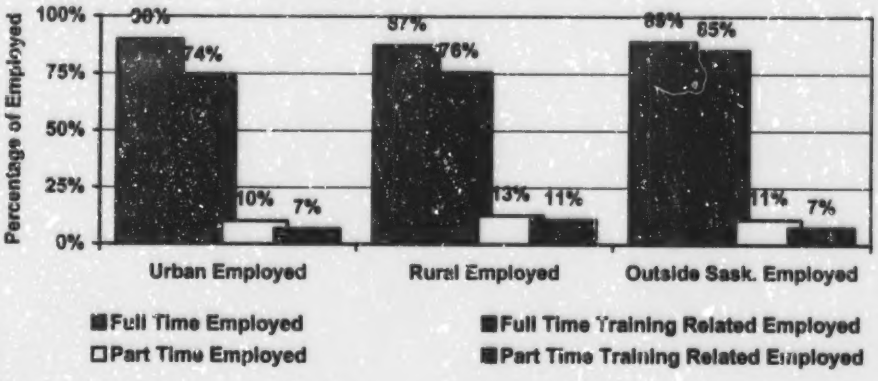
The percentage of full time and full time training related certificate graduates working in a rural location was lower than for similar graduates working in an urban location.

Figure 7: Type of Employment by Location - SIAST On-Campus Graduates – Certificate Programs



For diploma programs, more graduates were working full time at urban locations than at rural locations. Diploma graduates working outside Saskatchewan had high levels of full time training related employment.

Figure 8: Type of Employment by Location - SIAST On-Campus Graduates – Diploma Programs

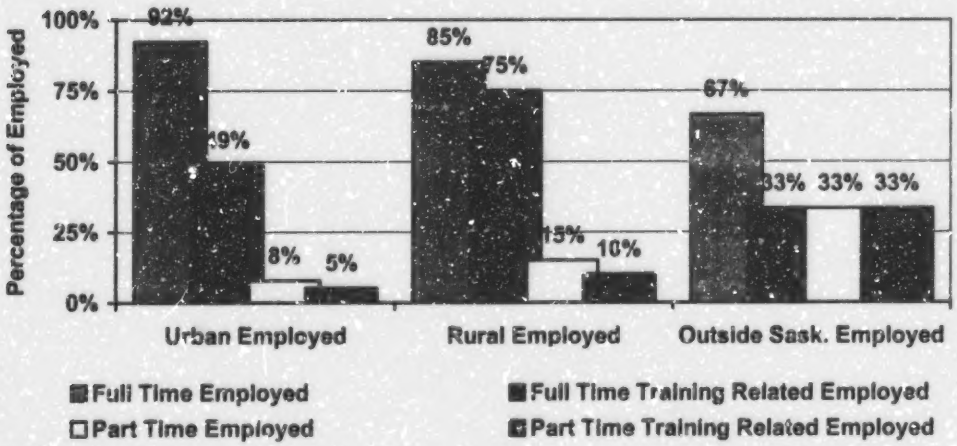


- **In urban locations, graduates from applied certificate, advanced certificate and post diploma certificate programs were less likely to be in full time training related employment.**

Graduates from applied, advanced and post diploma certificate programs, who were employed at urban locations, had a low level of full time training related employment (49%). Yet, they had a high level of full time employment (92%). In rural locations, full time and full time training related employment levels were both high.

- **In rural locations, graduates from applied certificate, advanced certificate and post diploma certificate programs have a high level of full time training related employment.**

Figure 9: Type of Employment by Location - SIAST On-Campus Graduates – Other Programs



Full Time Training Related Monthly Salary

The SIAST Graduate Employment Survey asked graduates for their salary. Examining full time training related monthly salary levels provides a good measurement of the success of SIAST's graduates. The following table and graphs illustrate the monthly salary for graduates from on campus programs who found full time training related work. Results are broken down by the type of program and by the location of employment. Highest, lowest and average salaries are given.

Table 7: Full Time Training Related Monthly Salary - SIAST On-Campus Graduates – Certificate, Diploma and Other Programs – Urban Employed, Rural Employed Outside Saskatchewan Employed

	Certificate	Diploma	Other	Total
Urban				
Minimum	$800	$900	$1050	$800
Average	$1744	$2216	$2030	$1927
Maximum	$5000	$4000	$3600	$5000
Total Urban Responses	463	286	17	766
Rural				
Minimum	$900	$1050	$1200	$900
Average	$1800	$2183	$2679	$1969
Maximum	$6500	$5800	$6000	$6500
Total Rural Responses	143	76	11	230
Outside Saskatchewan				
Minimum	$1275	$1162	$3750	$1162
Average	$1875	$2366	$3750	$2230
Maximum	$3500	$5000	$3750	$5000
Total Outside Saskatchewan Responses	12	20	1	33
Total				
Minimum	$800	$900	$1050	$800
Average	$1763	$2225	$2335	$1950
Maximum	$6500	$6750	$6000	$6750
Total Responses	621	384	29	1034

- **The average salary for diploma graduates was higher than the average salary for certificate graduates.**

The average salary for other graduates was highest – probably due to the nature of the programs graduated from. Most other programs are advanced, specialized programs and they are taken by students who already work in the field, therefore have greater seniority than the graduates from a certificate program.

- **Urban or rural average salaries did not differ that much.**

Urban average salaries were $1,927 per month. Rural average salaries were $1,969 per month. Outside Saskatchewan average salaries were higher.

Figure 10: Full Time Training Related Monthly Salary – Maximum, Average and Minimum

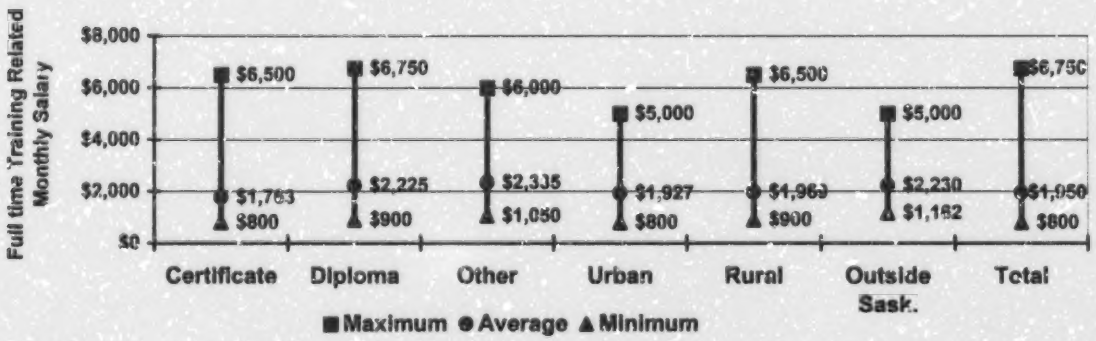


Table 7: Full Time Training Related Monthly Salary - SIAST On-Campus Graduates – Certificate, Diploma and Other Programs – Urban Employed, Rural Employed Outside Saskatchewan Employed

	Certificate	Diploma	Other	**Total**
Urban				
Minimum	$800	$900	$1050	$800
Average	$1744	$2216	$2030	$1927
Maximum	$5000	$4000	$3600	$5000
Total Urban Responses	463	286	17	766
Rural				
Minimum	$900	$1050	$1200	$900
Average	$1800	$2183	$2679	$1969
Maximum	$6500	$5800	$6000	$6500
Total Rural Responses	143	76	11	230
Outside Saskatchewan				
Minimum	$1275	$1162	$3750	$1162
Average	$1875	$2366	$3750	$2230
Maximum	$3500	$5000	$3750	$5000
Total Outside Saskatchewan Responses	12	20	1	33
Total				
Minimum	$800	$900	$1050	$800
Average	$1763	$2225	$2335	$1950
Maximum	$6500	$6750	$6000	$6750
Total Responses	621	384	29	1034

- **The average salary for diploma graduates was higher than the average salary for certificate graduates.**

The average salary for other graduates was highest – probably due to the nature of the programs graduated from. Most other programs are advanced, specialized programs and they are taken by students who already work in the field, therefore have greater seniority than the graduates from a certificate program.

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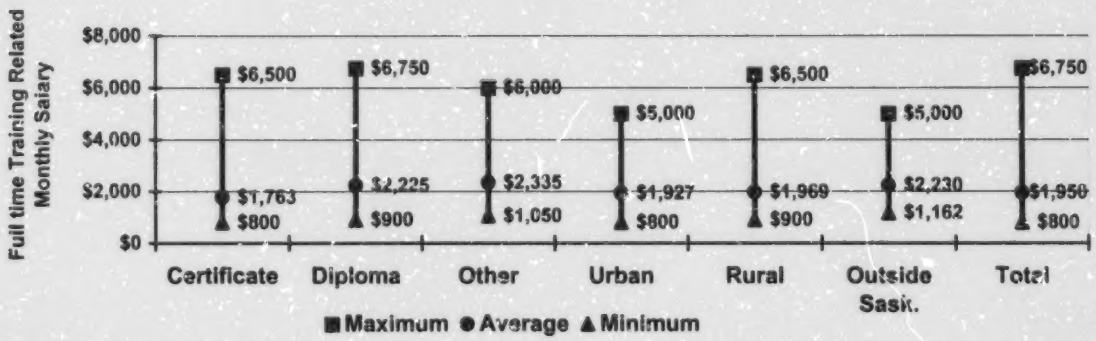
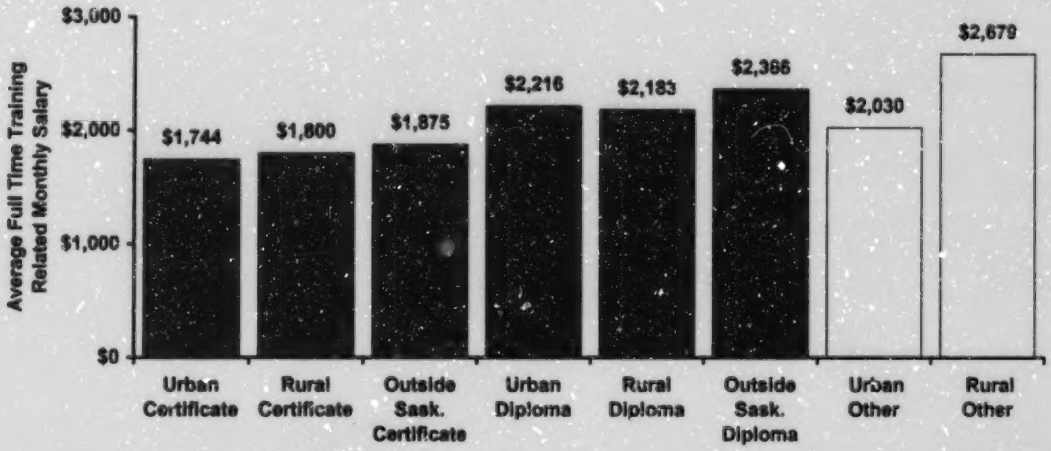


There were few graduates from certificate programs who obtained full time training related employment outside the province. They made on average a higher salary than similar graduates working in Saskatchewan. Certificate program graduates working in a rural location made slightly more money ($1,800) than urban located graduates ($1,744).

The urban/rural situation for diploma program graduates was reverse. The urban employed graduates of diploma programs made slightly more money ($2,216) than the rural diploma graduates ($2,183).

Figure 11: Average Full Time Training Related Monthly Salary by Type of Program and Location of Employment



Note: Outside Saskatchewan Other represented only one graduate, therefore was not plotted.

Conclusions

The SIAST Graduate Employment Survey provides a good source of information on the success of SIAST graduates finding employment. By closer examination of the data, the following observations can be made regarding the employment rates, type of employment, location of employment and salary.

- The overall employment rates for on-campus SIAST graduates have historically been very good, and continue to be around the 90% level.
- Full time employment and full time training related employment rates continue to follow a general increasing trend.
- Graduates from SIAST diploma programs have slightly higher employment rates than graduates from certificate programs.
- Most SIAST graduates obtain employment in one of the four, main urban centers in Saskatchewan.
- There are more certificate graduates employed in a rural location than diploma graduates.
- Full time and part time employment ratios by program type were relatively the same for urban, rural and outside Saskatchewan SIAST graduates.
- Diploma graduates made, on average, more money than certificate graduates.
- Certificate graduates employed in a rural location, on average, made more money than certificate graduates employed in an urban location. Diploma graduates working in an urban location made more money than diploma graduates working in a rural location.